



Team Planning in the Face of Complexity

Teams succeed by using linear processes and procedures, but to work out what to prioritise they have to address complex stakeholder and operating conditions.

This planning process uses a framework for exploring these complex issues so the team can set goals and focus on getting the matching results.

Getting on top the the team's challenges

Teams that work hard can still fall behind, lose the confidence of stakeholders, or even become redundant. The operational thinking of everyday processes is not enough to keep a team productive, secure, and happy.

This process goes beyond everyday operational thinking to deal with the complex circumstances of teams and organisations. Whether from internal or external complex challenges, this process can help you to:

- Align the team around clear priorities
- Create clear approaches to complex stakeholder needs
- Set goals and deliver results to get there
- Reset the team focus before it becomes misalignment
- Build team capability for responding to complex challenges



This process matters because...

The process, guided by an experienced facilitator, is designed to deal with complex challenges to create clear operational priorities. It supports productivity growth and team satisfaction by interpreting your context so you can focus on better alignment for more results with reasonable effort.

More than just planning, this operational activity has the additional benefits of building team unity and people's capability for understanding the complexity of their stakeholder and operating environment.

Turn complex challenges into operational solutions

How it works

The program is flexible to match the amount of time available for the team.

The method uses an exploration and alignment approach. The exploration focuses on the complexity factors and moves between the areas of:

- The different types of stakeholders the team has to deal with
- The range and nuances of the value the team has to produce
- The design and quality of how the team produces that value
- The key indicators that demonstrates the team's performance.

The exploration is followed up by the alignment phase which is about converting the complexity into operationally useful content. This phase addresses typical planning requirements - direction, vision, strategy, priorities, operational responsibilities, producing value, and integrating the team culture and direction.

The workshop provides material for use in the team's formal business. The plan is not written in the workshop as this would be a waste of team resources. It focuses on drawing together the team's knowledge and expertise, generating key priorities and agreements for the plan.

Getting started

This program is for teams at any level in an organisation, whether work teams or leadership teams.

The program uses workshops that are held on site, at a location of your choice, or online, depending on your needs. Support materials are also provided via our online Learning Centre.

The facilitator brings decades of experience in personal leadership roles and in training, coaching and problem-solving for leaders.

Why us?

We bring decades of experience training, coaching, and helping leaders build performance and solve problems. With deep change management and strategic advisory experience we are uniquely set to help you succeed.

Our focus is always on building your capability and helping your organisation to increase its productivity and wellbeing

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